

# EXHIBIT

## I



Zachary Oren <z.c.oren@gmail.com>

## Fwd: Medical exemption request

1 message

Kathryn Hartnett <kfh@attorneyhartnett.com>

Tue, Aug 31, 2021 at 5:22 PM

To: Zachary Oren <z.c.oren@gmail.com>

----- Forwarded message -----

From: **Samantha O'Neil** <saoneil@utica.edu>

Date: Tue, Aug 31, 2021, 5:11 PM

Subject: Fwd: Medical exemption request

To: Kathryn Hartnett <kfh@attorneyhartnett.com>

----- Forwarded message -----

From: **Stephen (Steve) Stemkoski** <sstemkos@hamilton.edu>

Date: Wed, Aug 25, 2021 at 11:32 PM

Subject: Re: Medical exemption request

To: Samantha O'Neil <saoneil@utica.edu>

CC: Joni Chizzonite <jchizzon@hamilton.edu>

Samantha,

Attached is the severance agreement you requested.

Regarding your timesheet, your supervisor can submit a paper timesheet to Payroll for the hours you worked.

Steve

On Wed, Aug 25, 2021 at 6:01 PM Samantha O'Neil <saoneil@utica.edu> wrote:

Steve,

My account was deleted while I was still in the middle of helping with student training as I have been for the past 6 days. I have several projects that I needed to close out tonight to assist my team that I wasn't able to complete now since no one notified me that my account would be deleted.

I was told that you would be calling me today to discuss the severance agreement however I don't have access to it anymore since the account was deactivated. From what I was quickly able to review in between my sessions today, I will not be signing the agreement as I am not voluntarily resigning nor do I agree to the terms of the contract. I would like a copy of the severance agreement sent to me for my records.

To date, I still have not received any of the answers to my questions I asked on Friday and earlier in the month. I also am unable to submit my timesheet now as I have lost access to webadvisor as well. All of this is adding unnecessary stress on my pregnancy. I am already 37 weeks pregnant and should not be having to deal with this when less than a month ago I was discussing my options with Mike Thayer in Human Resources of paid maternity leave which included 6/8 weeks NYS Disability, 4 weeks of Hamilton's Medical Fund, and 12 weeks of NYS Paid Family Leave, all of which I am now losing and don't have a plan in place to account for this loss.

Thank you,  
Samantha O'Neil

On Wed, Aug 25, 2021 at 12:11 AM Samantha O'Neil <saoneil@hamilton.edu> wrote:

Hi Steve

Just checking in again because tomorrow is supposed to be the last day before I am let go and I have still not yet received a response.

Thank you,  
Samantha O'Neil

On Fri, Aug 20, 2021 at 7:32 PM Samantha O'Neil <[saoneil@hamilton.edu](mailto:saoneil@hamilton.edu)> wrote:

Hi Steve,

I just want to confirm the details of our phone conversation on Wednesday.

As you stated, college policy is that a COVID-19 vaccination is required by August 26. As you are aware, I am 36 weeks pregnant and have chosen to delay my vaccination until after delivery. My medical exemption request that I submitted was denied by the college committee. Can I please have a copy of the college policy as well as an explanation of why my medical request was denied?

In addition, my supervisors and I had requested a reasonable accommodation such as the option to testing, wearing a mask, and an extension of working remotely (which is what I am currently doing since 3/2020) from 8/26 to my due date of 9/12, or sooner given the condition that I could potentially deliver early. Can you confirm that this is also denied since I have not been notified by HR of a decision.

Thanks  
Sam

----- Forwarded message -----

From: **Samantha O'Neil** <[saoneil@hamilton.edu](mailto:saoneil@hamilton.edu)>  
Date: Fri, Aug 13, 2021 at 10:22 PM  
Subject: Re: Medical exemption request  
To: Stephen (Steve) Stemkoski <[sstemkos@hamilton.edu](mailto:sstemkos@hamilton.edu)>  
CC: Robert (Sam) Welch <[rswelch@hamilton.edu](mailto:rswelch@hamilton.edu)>, Shauna Hirshfield <[sahirshf@hamilton.edu](mailto:sahirshf@hamilton.edu)>

Just to clarify, the reasonable accommodation request per the EEOC that my supervisors requested to allow me to work remotely from 8/26 to 9/12 (which I am currently doing and have been doing since March 2020 despite the return to work due to the fact that I have no office on campus) was also denied?

On Fri, Aug 13, 2021 at 9:38 PM Stephen (Steve) Stemkoski <[sstemkos@hamilton.edu](mailto:sstemkos@hamilton.edu)> wrote:

Samantha,

Thank you for submitting your medical vaccine exemption form to be reviewed by Hamilton's Vaccine Exemption Committee.

After a thorough review of your application, the committee has denied your medical exemption request. As a result of this denial, you can choose to get vaccinated or work with Human Resources on various separation options.

Please feel free to reach out to me with any questions you may have.

Steve Stemkoski  
315-225-4485

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Samantha O'Neil

Discovery Team Coordinator, Hamilton College Maurice Horowitch Career and Life Outcomes Center  
e:[saoneil@hamilton.edu](mailto:saoneil@hamilton.edu) w:<https://www.hamilton.edu/careercenter>  
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Samantha O'Neil



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**Samantha O'Neil**

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Career and Life Outcomes Center

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Make an appointment with me!



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Samantha O'Neil



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**Samantha O'Neil Severance Agreement.pdf**

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